



Tristan Mills
Information Officer

Date: 01/10/2021

The Burroughs
Hendon
London
NW4 4BT
United Kingdom

Dear Fergus Green

Your request for information received on 25th of May 2021 has been dealt with under the provisions of the Freedom of Information Act 2000 (FOIA).

Your request and response to your request for information

1). Does your university have an active policy in place regarding which companies the careers department does and does not assist in recruiting university members? This may be a policy specific to the careers department, or a wider policy which also applies to the careers department.

We do not operate a specific policy - however we align to particular strategy that is focused on a tailored approach to external relationships:

- We offer a tailored and bespoke partnership with all employers; external organisations and stakeholders.
- We have a primary focus on working with organisations who share our values regarding social mobility eg UK Social Mobility Pledge
- A range of ways in which we engage with partners:
 - share of vacancies and opportunities
 - career festival exhibitions (free to external partners)
 - industry insight and industry panels/forums
 - curriculum guidance and input
 - placements and internships
 - bespoke recruitment support and candidate filtering
 - mentoring and coaching programmes
 - real project collaboration across multiple student cohort skill-sets
 - consultancy to external partners regarding their EDI and social mobility recruitment practices and in-work progression

For the purpose of this FOI, 'university members' includes:

- *Current students, both undergraduate and postgraduate*
- *Alumni and former students of the university*

For the purpose of this FOI, 'recruiting' refers to any situation, in which the careers department plays a part, where university members are a potential source of employees or volunteers to a third party outside of the university. This includes:

- *Events in which the careers department is an organiser*
- *Digital media controlled by the careers department, including websites, webpages, social media and mailing lists*
- *Physical materials from the careers department, such as mailings, posters, leaflets and brochures*

3). If your university does not have an active policy in place as outlined above, please can you confirm whether there are any exclusions in place regarding which companies the careers department does and does not assist in recruiting university members. If not in policy form, exclusions might exist

in the form of written guidelines or procedures. If any exclusions are in place please list what they are.

In all our external relationships (with regard to employability and careers support provision) - we assess the aims and objectives of external partner engagement requests with regard to the impact (short medium and long term) on our institutional and strategic objectives and are these aligned eg shared values regarding EDI; social mobility, transparency and importantly the duty of care we are committed to delivering to all our students and graduates.

Your Right to Request a University Review of the Response

If you are not satisfied with the response above, you have the right to complain to us about the above response. We will treat this complaint as a request for us to review the response. The review will be dealt with by Mr David Malpas, Director of Student Affairs, Middlesex University, Hendon campus, London NW4 4BT, tel: 020 8411 5830, d.malpas@mdx.ac.uk within 30 days of the date of this letter, or by another member of the University staff nominated by him to handle the review.

The outcome of the review request will be one of the following

- (I) To uphold the response above;
- (II) To reverse it; or
- (III) To modify it.

If you remain dissatisfied with the outcome of the review you may complain to the Information Commissioner's Office.

Yours sincerely

Tristan Mills

Information Officer